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# EAST BAY LABOR JOURNAL

THE ONLY OFFICIAL NEWSPAPER OF ORGANIZED LABOR IN ALAMEDA COUNTY

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## from the EDITOR'S CHAIR

### Down with happiness

Maybe you've seen that airline commercial on television in which a charming young lady tells how, as a stewardess, she makes sure her passengers are happy.

That girl is dangerous. She starts out innocently enough, telling the public what a challenge her job is and how she likes it because she likes to help people have an enjoyable time.

So far, so good, but then she takes aim at one particular type of passenger, the man who isn't feeling too cordial when he gets on the plane and gives a short answer to her smile. Maybe I imagined it, but at this point her eyes seemed to get narrower and her voice a bit steely as she told what she does next.

★ ★ ★

WHEN SHE gets a short answer, she says, with an impish smile, that she's going to "pick on" that poor man. Without considering whether he likes it or not, she determines to make him happy.

She doesn't go into great detail on how she's going to make that poor devil happy, and perhaps it's just as well.

Because the point is—maybe he doesn't want to be happy. Maybe he wants to sit sourly, meddling in nobody else's business and not wanting anyone else to meddle in his.

So I say that girl should be discouraged. She feels that she's doing a constructive thing by cheering up that particular passenger. But what she's doing is forced happiness, and like forced labor or forced tribute that infringes individual rights.

★ ★ ★

WHATEVER "coffee, tea or martini" method she uses to cheer him up, he has an inalienable right not to be cheery. This girl's position is essentially that everybody has to conform to what she thinks is good for him.

Quite seriously, nobody who wants not to conform should be forced to.

★ ★ ★

I FLY RARELY, and I haven't met this particular girl. It would not matter if I did, because if she set out to make me happy, she's fail very dimly.

That's not to say that, while upholding every man's right to be a curmudgeon, I greet airline stewardesses in curmudgeonly fashion.

But, since I'm an incurable wing-watcher, absolutely certain that I'm flying into disaster, the only thing on a flight that makes me happy is when we land and I'm surprised to find myself in one piece.

## OFFICIAL NOTICES

Correspondents columns will be found on pages 4 and 5 of this edition of the Labor Journal. Unions will find notices of important meetings called by their officers on page 6.

# Strike sanction asked against Kaiser hospitals

## Take a toy to Delano in this Saturday's caravan

The Christmas caravan to Delano tomorrow, Saturday, December 14, will carry toys to the families of striking farm workers.

New or good quality toys will be gratefully received at United Farm Workers Organizing Committee headquarters, 568 47th Street, Oakland. The best time to leave them is between 8 and 9 a.m., but call 655-3256 first if you want to go by at another time.

If the presents are gift wrapped, please mark whether they are for a boy or girl, and the age group.

All friends of the Farm Workers are invited to join the Delano caravan tomorrow (Saturday, December 14) for a Christmas party reflecting the true spirit of the Season.

Directions to Delano: Take Highway 99 South to the second Delano off-ramp—marked "Central Business Exit." Turn left at Cecil, go along Cecil to Glenwood and turn right. The Filipino Hall is at 1457 Glenwood. The program starts at 11:30 a.m.

The caravan leaves 568 47th Street, Oakland, at 8 a.m. Please call beforehand, between 8 and 9 a.m. or after 7 p.m. Friday, if you can carry cargo or passengers.

## Pact with major tire firms will set East Bay pattern

A new four-year agreement affecting 125 employees of Good-year, B. F. Goodrich, Firestone, U.S. Royal, General Tire and other tire firms has been ratified by Automotive Machinists 1546 members.

The contract, ratified overwhelmingly, will form the pattern for the industry in Alameda County, and part of Contra Costa County, the union said, because the California Tire Dealers Association has agreed to sign the same agreement.

### PAY RAISES

The pact includes 55 cents an hour in wage increases over four years, increased hospital-medical coverage and employer payments, a new dental plan, improved vacations, an apprentice training program and better job security.

The rate for brake and front end mechanics and machinists goes to \$4.80, retroactive to October 1, \$5.12, effective October 1 next year; \$5.42, October 1, 1970; and \$5.72, October 1, 1971.

Employer payments for either one of hospital-medical plans were set at \$41 per month (\$11 of which goes to the new dental plan) and can rise to a total of \$51 during the contract term, as health costs increase, the union said.

### BETTER VACATIONS

Vacations were improved from a maximum of three weeks after 10 years service to three weeks

after five, and four weeks after 20 years. Admission Day will become a ninth holiday.

A trainee program was set up starting at 65 per cent of the journeyman's rate at the end of two years. Seniority rights were strengthened.

Employees transferred to new stores owned by the five, brand-name tire manufacturers will continue to have employer-paid health and pension coverage, even though the union is not recognized at that store.

## Nine-county walkout could come next week, says union

Hospital & Institutional Workers 250 sought strike sanction today against Northern California Kaiser facilities and said that a walkout could come as early as Monday.

Basic to the dispute is higher productivity of Kaiser employees—which the union bluntly called a speedup—and management's demand that employees handle more responsible work than is required of employees in the same classifications in other hospitals.

### EMERGENCY REQUEST

Local 250's request for emergency strike sanction went to today's meeting of the Alameda County Central Labor Council, with authority to act.

Local 250 Secretary-Treasurer Timothy J. Twomey said the union and management were so far apart that a strike could come Monday if sanction is approved today.

A strike would involve 3,000 employees of 14 Kaiser Hospitals and 18 clinics in nine Bay Area and Northern California counties.

In a series of meetings, ending December 3, Kaiser employees overwhelmingly rejected a management proposal.

### OBSERVE LINE

Twomey urged union members with Kaiser coverage to observe picket lines if a strike occurs but to insist that Kaiser provide care for them at other hospitals under union contract.

Kaiser's offer, in negotiations which began September 1, was somewhat better than wage terms in other hospitals in that raises were granted a few months earlier, Twomey said.

"But," he said, "the membership rejected it because it does not take into account the greater productivity of Kaiser employees, which actually constitutes a speedup, and the fact that Kais-

er workers are expected to take over greater responsibilities than persons in their classification elsewhere."

Also contributing to the rejection was the fact that Kaiser refused to join San Francisco hospitals last year when they volunteered.

MORE on page 8

## EBMUD starts to talk about contract

East Bay Municipal Utility District management took a new tack this week and started talking about a contract with the union which represents the majority of its employees.

That was a switch, said EBMUD Employees 444, from the previous announcement by the new general manager that he would recommend against Local 444's request for exclusive recognition and a written contract.

Instead, as the union planned to go directly to the EBMUD board of directors meeting Tuesday, management sat down with Local 444 representatives Monday and discussed recognition and contract, without taking up specific contract issues.

Management then asked another meeting Thursday to go into more detail.

## Finley loses on Musician picket ban

The State Supreme Court has knocked out the injunction which balked picketing at the Oakland Coliseum in a dispute between Musicians 6 and Oakland Athletics owner Charles Finley.

The decision, said union attorney Victor Van Bourg, is a victory for the right of service unions "to take direct economic action without fear of improper injunctive relief to management, as long as picketing is relevant and peaceful."

### LIVE BAND

Local 6 wanted a live band at all home games, the same arrangement as Local 6 has with the San Francisco Giants, but Finley offered only to hire a

band at the home opener and wanted an organist at other home games.

Local 6 posted pickets, but management got its injunction in Alameda County superior court one day before the home opener.

The Supreme Court denied management's claim that the union demand was for "featherbedding," which it explained isn't a request for work but is pay for work not done.

Nor was peaceful picketing a threat to health and safety, the high court found. It also based its reversal of the injunction on the finding that the National Labor Relations Board, not the superior court, had jurisdiction and

Finley had not used NLRB machinery.

### MUSICIANS' PROBLEM

The picketing, the Supreme Court said, was "concerted action for the purpose of . . . mutual aid or protection . . ." and came under federal labor law. The court added:

"For generations professional musicians have faced a shortage in the local employment needed to yield them a livelihood."

"They have been confronted with the competition of military bands, foreign musicians on tour, local amateur organizations and, more recently, technological developments in reproduction and broadcasting."

# HOW TO BUY

## White House to soft-soap consumers

By SIDNEY MARGOLIUS

Labor Consumer Advisor for Labor Journal

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Don't expect much sympathy for your problems as a consumer when President-elect Nixon takes over the White House in January.

Judging from Mr. Nixon's comments and early appointments, what we are about to get is soap opera in the form of purported "consumer education," but not the kind of protective laws the Johnson Administration actively supported.

Mr. Nixon's first appointees to the White House staff consist of four advertising men, and Bryce Harlow, the Washington lobbyist for Procter & Gamble, the nation's biggest advertiser. Three of the admen are from the country's biggest ad agency — J. Walter Thompson. That's a significant change from having such dedicated people as Betty Furness and Esther Peterson fighting on your side.

Harlow will be in charge of legislation for the forthcoming Nixon Administration. I had the experience of debating him at a consumer-business conference sponsored by Mrs. Peterson. While he is a nice person, and more reasonable in his approach than some of the lobbyists who made vicious personal attacks on federal consumer representatives, there is no doubt about his attitude towards consumer protection.

We can report that Harlow believes:

1. That consumers are not really dissatisfied with prices and products;

2. That food really is a bargain because wages have gone up more than food prices, and

3. That "restraints" on business can raise costs of producing consumer goods, and limit the number of new products that come on the market.

Harlow even took a leave of absence from Procter & Gamble to campaign for Mr. Nixon. So the huge soap and food company as well as other big advertisers, finally got even for the truth-in-packaging and other consumer legislation they had opposed.

If anything, Mr. Nixon has little understanding of the seriousness of consumer problems today, and the waste of family money caused by modern high pressure merchandising and advertising. He has promised businessmen that they will have less regulation. Instead he suggests "consumer education."

In the notorious letter he sent

to stock brokers during the election campaign he opening promised to discontinue "heavy-handed bureaucratic regulatory schemes."

This is especially bad news to small savers who invest in mutual funds. A bill pending in Congress has been sought by the Johnson Administration to reform such practices as the high sales commissions (8-9 per cent) loaded into prices of many mutual-fund shares, and the penalties of as much as 50 per cent if you quit a mutual-fund plan within the first two years of your contract.

But Mr. Nixon will have to battle a number of Congressmen if he plans to stop the drive for federal protection. The consuming public really supported their friends with their votes. Senator Warren D. Magnuson (D-Wash.), a leading supporter of consumers, won a whopping 66 per cent of the vote in his state.

Other consumer-minded legislators who won re-election include Senators Gaylord Nelson and William Proxmire (both of Wisconsin) and Senator Abraham Ribicoff (D-Conn.), as well as Congresswoman Leonor Sullivan (D-Mo.).

While businessmen and their representatives now suddenly are in favor of "education," there are several more realistic actions needed to protect your family from sharp practices:

• A main need is for further reform of credit practices that have caused serious financial tragedies among families when they buy on time. Congresswoman Sullivan and a number of other Congressmen are interested in further exploring whether garnishees should be eliminated altogether. Senator Magnuson is planning to push a national "cooling off" law, which a few states now have. Such a law would give a family a few days to cancel a contract bought from a door-to-door salesman.

• We also need more information about the ingredients in packaged foods. With food prices at an all-time high, and ready-to-serve foods increasingly dominating the supermarket shelves, little information is provided on the amounts of ingredients in such foods.

• Car owners also need national legislative action, and not merely more investigations, to correct the present high cost and other difficulties of carrying auto insurance.

Compare...



The Amalgamated Label is your guarantee!

## Car industry itself in need of repair?

No love's lost between car dealers and builders—and the customer's caught in the middle, a Senate antitrust subcommittee heard last week.

Investigating whether the automobile industry is itself in need of repairs, the subcommittee chaired by Senator Philip A. Hart of Michigan, began a series of hearings.

Auto makers put sales over service, Professor William Leonard, Federal Trade Commission consultant testified. "Service becomes — to use an industry expression—a necessary evil," he said.

Because of Detroit's sales pressure, he continued, many dealers make only \$150 on a new car selling for \$3,000 while they can make \$400 on a used car selling for \$2,000.

So used-car buyers, who can't afford a new car, wind up subsidizing the people who can, Leonard said.

An operator of one of the first diagnostic centers to test and inspect automobiles, Glenn Krieger of Denver, Colorado, told the subcommittee, "only a very minute percentage" of cars his center examined had been repaired to manufacturers specifications. Inspection and repair work should not be done by the same firm, he said.

On the smiling bumper front, a succession of witnesses decried

the cost of body work. They knew who paid for it but they couldn't agree who was to blame.

An automotive engineer testified the consumer is "really being taken for a ride by the manufacturers" because cars are designed to be vulnerable to damage. He gave as an example, bumpers which are more ornamental than protective.

The president of a national auto body association agreed. "Bumpers, for example, can reduce repair costs if they are designed for their function—to absorb bumps—rather than primarily for beauty," he said.

But another witness blamed consumers' concern for creature comforts—and perhaps, a grill they can always count on to be smiling. Representing independent garage owners, he said the public is "demanding the impossible by asking the manufacturer to include all the comforts and beauty, which they admire, and still design it to be repaired cheaply."

He told the Senators soberly, "an inexpensive vehicle already has been built with simplicity for cheap repair—the Model T Ford."

Tell 'em you saw it in the East Bay Labor Journal!

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## Getting Your MONEY'S WORTH

If you're planning to give junior a tricycle for Christmas, you might look for these features recommended by Consumer Reports:

1. The seat should be mounted well forward of the rear axle, for stability.

2. The wider the track of the rear wheels and the lower the seat, the greater the stability the rider will have on sharp turns.

3. Make sure the child can reach both pedals easily, even when one pedal is at the farthest point from the rider. Check fit with the seat as low as the adjustment will permit (both seat and handlebar height can be raised later as the rider grows).

An added year or so of use may be gained by buying a larger size and putting blocks on the pedals to achieve the correct fit for your child.

4. Avoid long, streamlined fenders, which are hazardous in a sharp turn or spill.

5. A seat with spring suspension is more comfortable and probably more durable than one without springs.

6. Seat edges should not be too sharp if made of stamped metal.

7. Thick wheels with balloon-type tires are likely to last longer and prove safer than narrow ones.

8. The rear platform should be narrow and have a short overhang. A long overhang gives the platform rider too much leverage, making it easier for him to upset the tricycle.

9. A "wishbone" frame is more desirable than a single-bar frame because it distributes twisting stresses and helps prevent the axle from breaking loose from the frame.

## CONSUMER BUYING GUIDE FOR CHRISTMAS SHOPPING

Christmas shoppers who want to get the best values for their money may want to add another item to their lists of things to get—the Consumer Reports' 448-page annual Buying Guide Issue, which goes on sale Dec. 10.

In addition to brand name ratings of over two thousand items, the issue contains information on consumer credit, government assistance available to the consumer, year-by-year repair records of automobiles and major appliances, a special section on health and medicine and a detailed discussion on buying automobile insurance.

Also in the issue is an article on the pros and cons of service contracts for major appliances, based on the responses to a questionnaire by 40,000 readers of the magazine.

Consumers Union, the non-profit organization that publishes the magazine, is printing over two million copies, the largest press run in its 32-year history.

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PATRONIZE  
UNION STORES  
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A UNION CLERK



## Fourth year of fight for farm workers

The Farm Workers fight against California table grape growers—now well into its fourth year — "is not just a question of wages," Delores Huerta told a network radio audience. "It is a question of human dignity, of equality."

Mrs. Huerta, a vice president of the AFL-CIO United Farm Workers Organizing Committee, charged agri-business growers held workers in "semi-slavery."

"Most of the field workers are Mexican-American, Filipino, Negro and Puerto Rican." And the growers, she said, "try to get the idea over that workers are sub-human."

Farm managers "play one race against the other . . . and actually perpetuate racial prejudice," she charged.

Since farm workers are not protected by federal labor law, "they have no control over their conditions—no job security," the mother of eight told reporters during the radio interview.

And Governor Reagan last week didn't offer any hope for a state "little Wagner Act" giving farm workers recognition and bargaining rights. Rejecting even voluntary bargaining where the employers would be asked to come to the bargaining table—Reagan called instead for unilateral grower action, which is exactly what the workers suffer from now.

"If a worker tries to find out who he is working for . . . or what his wages are going to be for the next day, he is fired," she said.

That's why organized farm workers walked out of the vineyards in September, 1965. But "so much violence was perpetrated against our strikers and pickets" farm workers had to launch the table grape boycott—"the safest weapon we have," Mrs. Huerta said.

Shipments "far below normal" and substantially lower prices are the telling effects of the boycott, she said.

"Sympathy alone, just isn't going to make it."

## Hearst strike is a year old; labor presses boycott

Next Sunday, December 15, is the first anniversary of Hearst's professional scab attack on Los Angeles newspaper unions.

Labor's answer is a nationwide boycott against all Hearst Publications and a similar "don't buy" appeal against the 12 major advertisers in the struck, strike-breaker-operated Los Angeles Herald-Examiner.

Following are the dozen major advertisers on the unions' boycott list:

Sears, Roebuck & Company; J. C. Penney; The May Company and its affiliates in other major cities; General Tire and Rubber Company; Firestone Tire & Rubber Company; Goodyear; B. F. Goodrich; Seagram Distillers including all its brands; American Tobacco Company and all its products; General Motors, all divisions; Calvert Distillers and all brands; Kraft Foods and all products.

These are the multimillion dollar Hearst empire's publications which labor asks you not to patronize:

**Magazines** — Eye Magazine, Cosmopolitan, Good Housekeeping, Harpers Bazaar, House Beautiful, Popular Mechanics, Town & Country, Motor, Motor Boating, Sports Afield, Bride and Home.

**Paperback books**—Avon.

**Radio-TV**—WTAE, Pittsburgh, Pennsylvania; WISN, Milwaukee; WBAL, Baltimore; WAPA, San Juan, Puerto Rico.

**Newspapers** — San Francisco Examiner, Los Angeles Herald-Examiner, Seattle Post-Intelligencer, San Antonio, Texas, Light; Boston Record-American, Boston Sunday Advertiser, Baltimore News-American, Albany, New York, Times-Union & Knickerbocker News.

**News syndicates** — King Features, Hearst Headline Service.

## BTC agreements signed

Alameda County Building Trades Council contracts have been signed with:

Harold Farmer, Lee's Backhoe Service, Robert J. Lee, Meg Engineers, Pacific Pipeline Construction Company and Timaco, Inc.

## Newspaper unionists able to vote in new Her-Ex elections

Los Angeles newspaper unions petitioned the National Labor Relations Board for new representation elections as the Herald-Examiner strike-lockout neared its first anniversary next Monday.

And the NLRB, after meeting with both sides, has set December 12, 13, and 14, as balloting days thus allowing embattled newspaper unionists to vote, strike-lockout officials said.

"Hearst was determined to go non-union," said Strike Director William R. Robertson.

"He felt that four or five months after the strike began the unions would be so weak they would back out. When they did not, he set his sights on December 15 of this year, hoping for a decertification vote and the strike-lockout would be all over."

"However, the unions have spoiled this strategy by petitioning for and getting certification from NLRB," Robertson went on.

"Hearst is now prepared to undertake the economic stress of another full year's strike," he added.

On the advertising front, two giant food chains, Food Giant and Unimart, have withdrawn all their ads from the scab-run sheet. A total of 178 advertisers have now pulled off the pages of the Hearst Herald-Examiner, the Joint Strike-Lockout Council said.

The newspaper's advertising for the first nine months of 1968 dropped 7,189,299 lines below the same period in 1967, the official media records of Editor and Publisher magazine showed. Such an average monthly loss of 800,000 lines represents an advertising revenue loss of \$1,000,000 per month, ad-watchers estimated.

Even slashed advertising rates, granted because of a whopping circulation loss, have not held sophisticated advertisers, a council spokesman said.

Circulation of what was in pre-strike-lockout days the nation's largest afternoon daily, has dropped from 725,000 to 300,000 paid daily, according to expert estimates.

## Union hits postal corporation unless workers can strike

The U.S. postal service should not become a corporation unless employees have the right to strike, to arbitrate their disputes and provide quality service, the United Federation of Postal Clerks' convention decided.

Taking up the Kappel Commission's recommendation to turn the Post Office into a government corporation like the Tennessee Valley Authority, a convention committee praised the commission's conclusion that postal employees should be able to bargain for wages and working conditions like those found in the private sector but scored its omission of the right to strike to get such wages and conditions.

Mail service should be maintained and improved for all citizens, the union said.

Profit should not be the motive for providing service, the union declared, recording "justifiable apprehension" over Kappel Commission recommendation that postal rates might be based upon actual cost of service and value to those served.

## Dealer seeks to decertify Auto Salesmen

Auto Salesmen 1095 this week battled a union decertification move by an employer which had claimed it was exempt from a contract because its salesmen were "partners."

The dealership, Lee Adams Pontiac at 4647 East Fourteenth Street, Oakland, has been picketed since mid-November after the union learned it had changed commissions and staged night openings in violation of the union's East Bay Motor Car Dealers Association contract.

Adams withdrew from the association in April and refused to sign the new association contract.

Local 1095's unfair labor practices complaint, charging refusal to bargain, was dismissed by the National Labor Relations Board regional office, and the union has appealed to Washington.

Management said it would withdraw its NLRB complaint that picketing was an attempt to gain recognition.

"We already have recognition," Local 1095 Secretary-Treasurer Vincent Fulco rejoined.

A decision on the decertification petition is expected next month.

## Three in five manpower trainees disadvantaged

Three of five persons enrolled in manpower training programs during the last two years were disadvantaged, the United States Department of Labor reported.

Tell 'em you saw it in the East Bay Labor Journal!

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This is the very first Christmas you can give the very last word in Bourbon: Seagram's Benchmark.



Seagram's Benchmark Kentucky Straight Bourbon Whiskey. 86 Proof. Joseph E. Seagram & Sons, Louisville, Ky.

## Steamfitters 342

BY JIM MARTIN

We have a few unclaimed vacation checks at the office so if you have been out of town, etc., and have a vacation check coming, please contact our business office.

The Charles Sweeney & Company has advised this office of the following as it pertains to Local 342 Vacation checks and interest paid.

"In accordance with the provisions of the collective Bargaining Agreement, the Charles Sweeney Co. transmitted for distribution a total of \$1,132,537 vacation monies for the year ended October 31, 1968. The interest factor credited was 1.6 per cent of the funds remaining for the final distribution. This interest was limited during the year because the amount was frozen thus limiting the deposit to the bank interest instead of purchases of certificates paying approximately 6 per cent. Further, since the payout date to Local 342 members for the Plan is in the month immediately following the October work contributions,

the accrual time for further interest is limited."

### INFORMATION

	Current Year 1968	Checks
Final Check		
Issue	\$1,020,960	1156
Early		
Withdrawals	111,577	414
	\$1,132,537	1570
Interest Included	\$15,937	
Interest Factor	1.6%	

	Previous Year 1967	Checks
Final Check		
Issue	\$ 785,200	875
Early		
Withdrawals	389,700	940
	\$1,174,900	1815
Interest Included	\$11,600	
Interest Factor	1.5%	

The interest factors represent an excess of 4 per cent annual interest credit.

By action of these members in attendance at our last membership meeting, no union meetings will be scheduled during the month of December and our next scheduled meeting will be held January 2, 1969.

So, in closing this column for 1968, may we wish you and yours a very Merry Christmas and may 1969 bring you and your loved ones good health, happiness and prosperity.

## Sheet-Metal Workers 216

BY ROBERT M. COOPER

Stan Krollick, the "tong man," has been hospitalized in Eden Hospital for quite a long time but should be out and on the mend now. Ed Grady is the new tong man.

The out-of-work list has gained quite a few new names as is usually the case at this time of each year due to bad weather, holidays and end of the year. It is predicted that there will be a 17 per cent gain in construction in 1969 over 1968. That sounds good, eh?

If you haven't read the last Sheet Metal Workers' Journal, you should do so. It is one of the best editions put out with a very full and enlightening explanation of the history of our trade and the International.

It explains how the various departments operate, with introductions to the head man of each. There is also a graph showing how your dues moneys are spent. Its reading is a must for every member.

A part of our new contract says: "When there are three (3) or four (4) men only on one job,

a pusher shall be named and he shall work for straight wages plus a minimum of \$2.00 per day over the journeyman rate." Do you qualify? Are you getting it?

## AFSCME 371 'Info'

BY NAT DICKERSON

The Executive Committee, last Friday, had a negotiating meeting with representatives from both Grounds and Buildings and the Personnel Office. It was for further discussion of proposed amendments to rule changes, in the non-academic employee Handbook. We are happy to report that many important, and advanced concessions were won by the Committee. However, many of the administrative agreements, especially those affecting G&B, pose problems of implementation.

Impinging, as they do, upon, the efficiency of custodial negotiations, effective operations, and optimum relations, with the Local, it was obvious that many phases of our agreements require further financial support from the University. As the old song from the musical "Green Pastures," I believe, in reference to the prophet Ezekiel's experience in the "Valley of Dry Bones," has said: "Da neck bone's connected to da back bone, da back bone's connected to da thigh bone, da thigh bone's connected to da leg, etc., ad infinitum. To complete an effective and functional bone structure. So may it apply to certain departments of the University. All departments are necessary, for a totally efficient performance, so why permit floundering in some departments, which might weaken the structure as a whole?

If the University continues to extend its operations, general expansions, and grander attractions to the public at large, some attention must be given to the need for enlarged facilities, increased staffing, and a more modernized approach, in order to keep pace with an overall development.

These reasons, of so great a concern, for maintaining the status quo, protecting the budget, by demeaning persons employed in certain echelons, or castes, are part of the causes for most of the turmoil we are witnessing today. But, as long as people are human, we, perhaps can't expect such moralistic concerns as honesty, justice, fairness to those we are unable to manipulate. If Diogenes were around today, he could very well make use of one of our larger searchlights, but still in vain.

"WHAT IS TRUTH," said Pilate.

## Watchmakers Local 101

BY GEORGE F. ALLEN

The members in San Jose no doubt know Eugene Ehrlich who is the watchmaker at A. Hirsh & Son, South First Street, San Jose. We are sorry to have to report that Gene is in the Veterans' Hospital in Palo Alto. At this writing we have not heard the exact date on which he is expected to return to work, however, we understand it will be a matter of a few weeks.

Quite some time ago, we reported that Richard Kradjan, a Trade Watchmaker member of this union, located at 830 Market Street in San Francisco, had been hospitalized. We are happy to report that this member is now back at the bench.

We have been in contact with an old friend and former signatory to our contract, namely, Paul Contreas, who operated the Bayview Jewelers in San Francisco. We had expected to again have him in the union, this time as a member, then the unexpected happened—he had to be hospitalized and is still in the hospital at this writing.

**FOR SALE:** We have a small jewelry store, with living quarters available, for sale in San Francisco. This store has been in operation for over 20 years and our member is offering this store for sale, with stock optional. If interested, telephone the union office—421-1968.

A week or so ago, we heard that the following items were for sale. We regret the delay in notifying the members, however, as columns of the last few weeks will show, we have had to curtail items, other than contract and insurance information, which directly affected our members of the union. Therefore, we now list the following for sale: Two Watchmaster Timing Machines—G-11; C. E. Marshall Poising Tool; Urema Automatic Cleaning Machine; L & R Double Shaft Lathe Motor with Foot Control; Hand held Crystal Inserting tool with all plugs. If interested, telephone the union office—421-1968.

**SAN FRANCISCO MEETING:** The next membership meeting will be held on Thursday, December 19 at 7:30 p.m. — Union Office, 693 Mission Street, Suite 707, San Francisco.

## Apprentice recruitment

Apprenticeship programs should reach out and stimulate the desire of minority youngsters to become skilled craftsmen, Assistant Secretary of Labor Stanley H. Ruttenberg said.

# Santa's helper



## Give AC Transit Ticket Books

Gift-packaged Ticket Books... Great stocking stuffers... useful, different, convenient... the 20 and 40 ride Adult Ticket Books and the 10 ride Youth Books.

Order by mail now! Use the coupon. They may be purchased in person at AC Transit offices in Oakland, Richmond and the San Francisco Terminal.



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## Retail Clerks Local 870

BY CHARLES F. JONES

Members covered under the Northern California Retail Clerks Unions-Employers Trust (Health and Welfare) may change medical or dental plans during the annual Open Choice period, which is only once each year. Those members who wish to make a change must come to the union office between January 20 and March 1. The effective date will be April 1, 1969. Any members wishing to add dependents may do so during the Open Choice period.

We are pleased to announce that we now represent the employees of Ardens Womens Wear, 467 14th Street, Oakland, as a result of an NLRB election held last Friday. We have notified the company that we wish to meet to negotiate a contract as soon as possible.

**STOP!**  
Please don't shop at the jewelry, liquor or camera departments at White Front Stores. The operator of these departments refuses to give his employees the comparable wages, the same working conditions, the same benefits that are enjoyed by every other employee in White Front and other discount stores. He has refused to bargain in good faith. He has continually engaged in unfair labor practices in order to destroy the whole idea of good-faith collective bargaining.

The employees in these departments are entitled to fair treatment. They are entitled to no less favorable pay and conditions than other White Front and discount store employees.

It should be noted that all other departments in White Front are operating under Union contract and deserve your patronage.

## Barbers 134

BY JACK M. REED

Brothers, in working on and making the December Financial report to the International, I find that some of our members are still not aware that dues and assessments are payable on or before the first day of the month and paying dues during the month does not keep them in benefit standing. These same members do not realize that this makes problems, extra work for the Secretary, Finance Committee and Business Representative and ultimately adds to the expense of your union. As your Secretary-Treasurer it is my duty to keep expenses down and operate your union as economically as I possibly can, but I need your cooperation to succeed.

As 1968 draws to a close Business Representative Robert Kraus and I will do our utmost to get our delinquent brothers paid up through December.

As of January 1, 1969 all retired brothers that are on reduced dues will have their dues raised 50 cents per month; however, these same members will no longer pay the \$3.00 per year Legislative Assessment.

New dues books will be required for all members as of January. The cost will be 75 cents.

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**CATERING**  
ENTIRE BAY AREA  
BANQUET FACILITIES  
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Phone 834-8180 Oakland

If you have moved recently, be sure that we have your address. Bob Kraus and I picketed the "scab" shop in the Union Plaza Shopping Center in Union City. This shop is operated by our former member Dan DeLeon. Although a few Union members crossed our picket line, quite a few Teamsters, Sailors Union, and other union members did identify themselves and respected our line. I do have license plate numbers and will try to track the "finks" down.

Don't forget to come down and vote on Thursday night December 19 at the Labor Temple.

## Steel Machinists 1304

BY DAVE ARCA

Hi. Seventy-eight Miners died. Trapped in a tomb of coal. They burrowed for a living. Existence a major goal. Toiling to feed their families. Earning Miner's pay. Then, Miner's work; and Fate's cruel quirk, erased their lives away.

Seventy-eight Miners killed. By explosion, fumes, and flames. None knows for sure, what they endured. Or, where to place the blame. Survivors weep, and try to keep the barest hopes alive. Then, Authorities revealed; the Mine is sealed. None will survive.

Ashes to ashes. Dust to dust. If Employers won't insist on safety. Our Unions must.

★ ★ ★  
Once upon a time, safety WAS important to Unions. Today, production and profits take precedence over worker welfare. Management may TALK about safety. But inaction speaks louder than words.

Our employer oriented Governor emasculated California's Industrial Accident Commission into impotency. Undermanned and undermotivated, it's agents are without enforcement powers. Management violators of State Safety Codes, received cream-puff penalties. Like warnings. Meanwhile, workers are maimed and mangled for profits.

Our own non-union place of employment, in Union City, had a worker's hand mangled in machinery. With no Union to turn to, he's easy prey for insurance adjusters. Work, in Union City, without a Union, is a pity. Okay? No, it isn't.

## Tests must predict success on the job

Employment tests, whose cultural factor often rejects black applicants, have been banned for employers holding federal contracts.

The United States Department of Labor has ordered such companies to show the "validity" of their tests, Trial magazine reported.

Now these employment tests will have to relate to the applicant's potential for doing the job, or the company can do without the government's business.

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## Chips and Chatter

BY GUNNAR (BENNY) BENONYS

Occasional rainy showers are slowing the works a little, we have 155 members on the carpenters out of work list this Monday.

The recently negotiated Dry-wall agreement is now in the hands of the association and affiliated unions for their final approval before going to the press. It is expected that copies of the printed contract will be available in three weeks.

Drywall Installer wages in the Bay and 41 Northern Counties, effective August 1, 1968, are \$6.00 per hour, vacation 50 cents, Health and Welfare, 30 cents, Pension 40 cents, industry promotion 3 cents, training 4 cents and a new item, contract enforcement 2 cents per hour.

Effective August 1, 1969 wages increase to \$6.65 per hour and a 5 cent increase in both Health and Welfare (35 cents) Pension (45 cents).

Effective August 1, 1970 wages increase to \$7.25 per hour, Health and Welfare 37 cents per hour, and Pension to 50 cents per hour.

In the Los Angeles eleven

southern counties area, wages are \$5.50 per hour, Vacation 25 cents (goes to 50 cents per hour effective March 1, 1969). August 1, 1969, wages increase to \$5.75 per hour. In August, 1970, wages increase to \$7.25 per hour.

In San Diego County, wages are identical with the Bay Counties schedule, \$6.00; \$6.65; and \$7.25 per hour. Fringes vary slightly.

Please note the following correction. Brother William F. Marshall, Business Representative Local 1473, reports that Brother Robert L. Smith of L.U. 1473 and brother Del Crispin of L.U. 194 were granted contract pensions. (Marshall was not granted a pension, he is very much still on the job!)

Heard from other column readers Mrs. Marian Hoidal, George Collins, Robert Griebel, and Bill Musselman. Also a note from Jack Merriman, a 30 year old timer who was unable to be present to receive his pin. It was mailed to him.

Again a special notice to all members, Vacation Trust Fund reminder, "No payment of Vacation moneys will be made prior to the normal mailing on and after January 31, 1969 except for the following reasons, payment to a retired carpenter, payment to the beneficiary of a deceased carpenter, payment to a member

inducted into the Armed Forces by the action of a Selective Service Board."

Brother Al Figone, Executive Secretary of the District Council sends his "Best Wishes to all the members for the Holiday season."

See you at the next union meeting?

## Solano County pay action set by union

An emergency meeting to plan action in response to the Solano County board of supervisors' refusal to hear a salary presentation was set for Thursday of this week by Public Employees 1675.

Local 1675 Representative Bruce Benner charged that the board's action in sending the salary matter on to the civil service commission did not follow normal practice under the county salary ordinance.

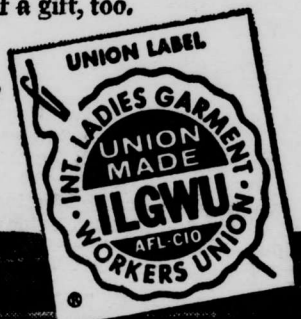
The request for the salary presentation followed a union survey which, Local 1675 said, showed county pay at rock bottom.

Why not pass this copy of the East Bay Labor Journal to a friend of yours when you are finished reading it!

# DOUBLY WELCOME

It means so much to a mother, wife or sweetheart when she receives a gift that's practical, personal and lovely—like apparel. Your gift is doubly welcomed when it carries the symbol of decency and fair labor standards—the union label. Besides imparting an extra glow to the recipient, you give yourself a gift, too. It means greater job security and higher wages for you.

When you buy a gift of beautiful lingerie, robes, blouses, skirts or slacks with the union label, you help members of other unions buy the products or services which protect your pay envelope. Look for the union label!



## WHEN YOUR GIFTS CARRY THE UNION LABEL



LOOK FOR THE ILGWU UNION LABEL IN ALL WOMEN'S AND CHILDREN'S APPAREL

# OFFICIAL UNION NOTICES

## SHEET METAL WORKERS 216

Regular membership meeting every third Wednesday of the month at the Labor Temple.

Members of Tri-State Council Death Benefit Plan please note that Death Assessment No. 632 is now due and payable.

Fraternally,  
**ROBERT M. COOPER,**  
Bus. Rep.

## CLERKS, LUMBER-HANDLERS 939

### SPECIAL NOTICE

Due to the Christmas Holiday the next regular meeting will be held December 20, 1968 at 8 p.m. in the Labor Temple, 2315 Valdez Street, Oakland, California.

We at this time want to wish all a very Merry Christmas and a Happy New Year.

Fraternally,  
**MEL TOMPKINS,**  
Sec.-Treas.

## AESCME-EBMUD 444

The next Membership Meeting will be held on Thursday, December 12, 1968. There will be election of officers for 1969 between the hours of 7 to 9 p.m. The election committee consists of R. Ewing, chairman; M. Turner, and J. Turner. All members are urged to attend and vote. There will also be discussion on the upcoming collective bargaining contract to be presented to EBMUD management.

Fraternally,  
**CHARLES E. TEIXEIRA,**  
Sec.-Treas.

## IRON WORKERS 378

Our regular Executive Board meetings are held on the 2nd and 4th Wednesdays of each month, 8 p.m.

Our regular Membership Meetings are held on the 2nd and 4th Fridays of each month, 8 p.m.

Fraternally,  
**RICHARD L. ZAMPA,**  
Fin. Sec. & Asst.  
Bus. Agent

## S.F.-OAKLAND MAILERS 18

### NOTICE

The next regular meeting of San Francisco-Oakland Mailers' Union, No. 18, will be held at Monadnock Building, 681 Market Street, San Francisco on Sunday afternoon, December 15, 1968 at 1:00 o'clock.

Fraternally,  
**K. "ROCKY" BENTLEY,**  
Sec.

## STEEL MACHINISTS 1304

Regular meeting Thursday, December 19 at 8:00 p.m. Executive Board meets 8:30 p.m.

### IMPORTANT

Renew your Blood Bank coverage in December. After January 1, a waiting period applies. Don't delay, it's later than you think.

Fraternally,  
**DAVE ARCA,**  
Rec. Sec.

## BERKELEY CARPENTERS 1158

There will NOT be a meeting on December 19, 1968 at our hall, due to the joint Christmas party to be held at 1226 38th Avenue at 7:30 o'clock.

Starting January 1, 1969 dues will be \$9.50. Blood bank assessment Number 18 is due January 1, 1969.

Fraternally,  
**NICK AFIDAMO,**  
Rec. Sec.

## CARPENTERS 36

The regular meetings of Carpenters Local 36 are held the first and third Thursday at 8460 Enterprise Way, Oakland at 8 p.m.

Effective January 1, 1969, dues are increased to \$9.50 per month or \$28.50 quarterly.

Fraternally,  
**CLAUDE W. DILLON,**  
Rec. Sec.

## BARBERS 134

Third Reading and Vote to raise dues \$1.00 per month to cover increase in per capita taxes and rise in operating expenses will be held at our Election meeting on Thursday night December 19, 1968 at 8 p.m. in the Labor Temple. Election of two delegates to Northern Council by vote will also be held.

New dues books will be required for all members as of January 1, 1969. Cost of new book will be 75 cents. Please add this amount to your December or January dues so that a new book can be issued for you. As this change-over will necessitate many extra hours of work I will appreciate your cooperation.

### SPECIAL NOTICE

Brothers, Local 134 does NOT sponsor the present Barbers Credit Union. This Credit Union is NOT affiliated with Local 134 in ANY WAY. DO NOT call Local 134 on any matter pertaining to this Credit Union.

Fraternally,  
**JACK M. REED,**  
Sec.-Treas.

## HAYWARD CARPENTERS 1622

The office of the financial secretary is open from 8 a.m. to 5 p.m. on Mondays, Tuesdays, and Wednesdays and from 8 a.m. to 8 p.m. on Thursdays.

The stewards meetings are held on the second Tuesday of each month at 7:30 p.m. The stewards' training program will be held in conjunction with the stewards' meeting.

Our regular meetings are held the second and fourth Thursday of each month, at 8 p.m., 1050 Mattox Road, Hayward.

Our social event is held on the fourth Thursday of each month following our regular meeting.

The Officers sincerely urge you to attend and take part in the proceedings of your Local Union.

Fraternally,  
**L. D. (Larry) TWIST,**  
Rec. Sec.

## AESCME, U.C. LOCAL 371

Our next regular meeting will be held in Room 155, Kroeber Hall, at 2 p.m. Saturday, Dec. 14, 1968. The Executive Board will meet at 12 noon.

The agenda of this meeting will consist of election of officers for 1969.

ALL PAID UP members are urged to take advantage of their right to vote. Stand by your new officers by attending all the meetings in 1969.

Fraternally,  
**W. G. WHITCOMBE,**  
Sec.-Treas.

## UNITED STEELWORKERS 4468

Regular meetings held second Saturday of each month at 10 a.m. at Eagles Hall, 1228 - 36th Avenue, Oakland.

Fraternally,  
**FRANK V. MCINTOSH,**  
Rec. Sec.

## PRINTING SPECIALTIES 382

Meeting second Friday of the month at 8 p.m., 2267 Telegraph Avenue, Oakland.

Fraternally,  
**JOHN FERRO,**  
Secy.

## MILLMEN'S 550

The next regular meeting will be held Friday, December 20, 1968 at 8 p.m. in Room 229 of the Labor Temple, 2315 Valdez Street, Oakland.

Fraternally,  
**GEORGE H. JOHNSON,**  
Fin. Sec.

## UNITED STEELWORKERS 1798

Executive Board Meeting, Friday, December 13, 1968, 8 p.m. at the Local Union Office, 3315 E. 14th St., Oakland, California.

Board of Trustees, 7 p.m. at Local Union Office.

Fraternally,  
**EDWARD M. SOTO,**  
Rec. Sec.

## ALAMEDA CARPENTERS 194

The union dues will be raised from \$8.50 to \$9.50 per month beginning January 1, 1969.

Carpenters Local 194 meets each first and third Monday evenings of the month at 8 p.m. The meeting place is the Veterans Memorial Building, 2201 Central Avenue, Alameda.

Refreshments are served following the first meeting of the month in the canteen for all present. You are urged to attend your local's meeting.

Fraternally,  
**S. M. GLADDEN,**  
Rec. Sec.

## SHIPWRIGHTS 1149

Regular meetings of Local Union No. 1149 will be held at 8 p.m. the first Monday of each month at 2085 Third St., San Francisco, and the third Monday of each month at 115 Broadway, Oakland.

Two dollars will renew your 1969 membership in the Local's Blood Bank.

Fraternally,  
**JAMES ALLAN,**  
Rec. Sec.

## PUBLIC EMPLOYEES 1675

Regular membership and Executive Board meetings of Alameda County units of Public Employees Union, Local 1695, American Federation of State, County and Municipal Employees, are held as follows:

**HAYWARD UNIFIED SCHOOLS**  
Meets at 10 a.m. on the fourth Saturday of each month in the maintenance yard of the school district, 24400 Amador Street.

**E.B. REGIONAL PARKS**  
Meets at 8 p.m. on the first Wednesday of each month at the Lake Temescal Club House.

**OAKLAND RECREATION DEPT.**  
Meets at 10 a.m. on the fourth Saturday of each month at Brookfield Village.

**ALAMEDA UNIFIED SCHOOLS**  
Meets at 1 p.m. on the second Saturday of each month in the Cafeteria of Encinal School.

**FREMONT SCHOOLS**  
Meets at 2 p.m. on the fourth Saturday of each month at Blacow School.

**SAN LEANDRO SCHOOLS**  
Meets at 10 a.m. on the third Saturday of each month at Woodrow Wilson School. The Examining Board of the unit meets the Thursday before each meeting at 7 p.m. at Bancroft Junior High School.

**BERKELEY SCHOOLS**  
Meets at 10 a.m. on the second Saturday of each month at LeConte School, 2241 Russell Street, Berkeley. Executive Board meetings are held at Le Conte School at 9:30 a.m. on the morning of the membership meetings.

Fraternally,  
**HENRY L. CLARKE,**  
Bus. Mgr.

## AUTOMOTIVE MACHINISTS 1546

The regular meetings of Lodge 1546 are held on the first and third Tuesdays of each month at the hour of 8 p.m. at our building at 10260 MacArthur Blvd., Oakland.

Fraternally,  
**LEVIN CHARLES,**  
Rec. Sec.

## AUTO & SHIP PAINTERS 1176

Auto, Marine & Specialty Painters 1176 meets on the first and third Tuesdays of every month in Room H, Labor Temple, 2315 Valdez Street, Oakland, at 8 p.m.

Fraternally,  
**LESLIE K. MOORE,**  
Bus. Rep.

## SERVICE EMPLOYEES 18

Meeting date fourth Friday of each month. Regular meeting at 7 p.m. at the Cooks Hall, 1608 Webster St., Oakland, Calif.

Fraternally,  
**VICTOR C. BRANDT,**  
Sec.-Bus. Rep.

## GOVERNMENT EMPLOYEES 3

General membership meeting Hall C, Labor Temple, 2315 Valdez St., Oakland, the fourth Friday of the month, 8 p.m.

Fraternally,  
**WRAY JACOBS,**  
Bus. Rep.

## PAINT MAKERS 1101

The next regular meeting will be held in Hall "C," Labor Temple, 2315 Valdez Street, Oakland at 8:00 p.m. December 17, 1968.

Fraternally,  
**CARL LAWLER,**  
Rec. Sec.

## SCHOOL EMPLOYEES 257

The next regular meeting of the Oakland Unified School Employees Union, Local No. 257 will be held Saturday, December 14, 1968, at the A.P.U.M.E.C. Hall, 3256 East 14th Street, Oakland, Calif., near Fruitvale Ave. The Bank of America lot across the street can be used for offstreet parking.

Nominations and election of trustee for three year term will be a special item of business.

The Executive Board will meet at 8 a.m. and the membership at 10:30 a.m.

Fraternally,  
**HAROLD BENNER,**  
Exec. Sec.

DON'T BUY Hearst newspapers, books or magazines, such as Harper's Bazaar, while Hearst management uses professional scabs against union newspaper employees in Los Angeles.

## LONGS DRUG STORES

# UNFAIR

## UNION MEMBERS PLEASE DO NOT PATRONIZE

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LOCAL 670**

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**COOPER**  
MORTUARY

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# California Life Insurance Co. UNFAIR

## TO OFFICE & PROFESSIONAL EMPLOYEES - LOCAL 29

## On Strike since Nov. 15, 1968

**Unions! Do Not Buy or Renew  
Health and Welfare Insurance  
from California Life Insurance Co.**

**OPEN, LOCAL 29—AFL-CIO**

## Time to tell another story on discrimination

Mass media is generous in giving full-dress treatment to charges that unions discriminate against black people.

If the nation's big publications will take a tip from us, it's time now to give equally full treatment to discrimination by employers. The prospect is that for every case the media have reported concerning unions, more—and more serious—cases will be found which can be laid at the door of employers.

And, as a corollary, the media might do a better job of reporting what labor is doing to help minority people get skills and jobs. As a starter, we suggest national coverage of the Bay Area Construction Opportunity Program and of Project Upgrade, two local programs. Like similar programs elsewhere, both are bringing black people into the mainstream of employment and union membership in the construction field with the vigorous support of building trades unions.

A government survey quite a number of months ago disclosed that more black people hold skilled jobs in construction than in most other industries and apprenticeship opportunities are widening.

That report put the proportion of Negroes in the organized building trades at that time at 16.6 per cent, while they made up less than 1 per cent of the mostly non-union white collar force in the industry, a force chosen by employers.

The results of a union-supported San Francisco program to train and employ minority people in the culinary and hotel industry also made an interesting point. Employers were willing to train black people in the lowerpaid maid and kitchen helper jobs which have been their traditional slots. But it was much harder to find employers willing to train them as waiters and waitresses, the better jobs which have not been available to them.

Some years ago, a newspaper printed an editorial cartoon, picturing "union discrimination" as a monkey wrench in the gears of industry. The Typographical Union then disclosed that it had proposed Negro youths as apprentices over the years but that management, which has the final say on employing apprentices, had up to then refused to hire them.

If the mass media are interested, we can steer them to the example of a large, multi-state transportation company which is the sole judge of who shall be hired and who shall not be.

Of its more than 1,000 drivers, about a half-dozen are black.

If unions discriminate, they should not expect to keep it a secret. But management apparently can.

## What does cause inflation?

The Wall Street Journal doesn't go along with that theory that your union wages are causing inflation—the so-called "cost-push" theory which holds that better pay automatically boosts prices.

Instead of "cost-push" which "supposedly has helped justify past government efforts to stabilize the economy with wage-price 'guideposts,' the key is demand," says the business paper in an editorial.

The Journal noted that it had reported in its news columns recently, "many of the largest price increases have come in areas where workers are weakly organized or are not organized at all. A number of price declines have occurred in areas that are firmly organized."

"For example, only a relatively small proportion of maid and hospital workers are organized. Yet the prices of maid services and hospital service, as measured by the consumer price index, have risen much faster in the past decade than the general level of prices."

"At the same time, prices of radios and television sets have actually declined in the past 10 years, when quality improvements are taken into account. Yet radio-TV is about as thoroughly organized as any industry in the nation."

The Wall Street Journal notes that TV manufacturers are able to offset higher wages through their workers' higher productivity.

It does not go all the way in exonerating labor for inflation, saying a bit weakly that when wages rise faster than productivity "they do add to the distortions in the economy. But it says flatly:

"It's more accurate to say that rising consumer prices cause rising wage demands than it is to state the reverse."

"In this post-election period inflation remains a clear and present danger. And it won't be diminished one whit by efforts to put the blame solely on the labor unions."

## Shopping List



## MEDIATION DIRECTOR SHATTERS SOME MYTHS OF COLLECTIVE BARGAINING

The following is excerpted from an address by William E. Simkin, director of the Federal Mediation and Conciliation Service to a seminar on collective bargaining at St. Bonaventure University.

**A FIRST ILLUSION** to shatter is the notion that all aspects of bargaining are characterized by conflict. There are vast areas of mutual interest. Sometimes, mutual interest as respects a particular issue is quickly evident to all participants.

More often, it has to be discovered—sometimes painfully. The process of discovery—by exchange of ideas and points of view—can be and often is the essence of good bargaining. On many issues—including some that may have looked difficult—both parties walk away from the bargaining table with a sense of inward satisfaction.

For those issues where there is a real absence of mutual interest, bargaining is an art of compromise or capitulation. Compromise is not necessarily a dirty word. It is an essential part of our democratic legislative process. In the labor relations area, the spectrum of compromise varies all the way from a viable solution—at least for a time—to an answer accepted by one side or the other with great bitterness.

Nor is outright capitulation on a particular issue an act of dishonor. It may well be only a sensible exercise of "consent to lose," sometimes within the range of the discovery process noted earlier, or a wise decision to "live to fight another day."

In short, most bargains are a mixture of recognized mutual interest, evident or discovered, along with compromise and capitulation. I like to emphasize the discovery aspects of the process—a pragmatic form of education at its best.

**A SECOND MYTH** about collective bargaining that ought to be punctured is the "equal bargaining power" concept. Who can define equality? The will, strength, intelligence and staying power of

an organized group of workers cannot be measured by the same yardsticks as the same words applied to a company. Both the tangible and psychological factors are different.

To the extent that comparisons can be made, both parties are constantly striving to enlarge their relative power factor. Intelligent parties with tremendous power may decide very wisely and consciously not to exercise the power that is available.

Other considerations are more important. Events and economic factors completely outside the domain of the bargainers may change the power factors—drastically and quickly. A union that may be very strong vis-a-vis management today may be quite weak three years hence.

We can instinctively recognize significant inequality of power at a given moment of time. It is a disquieting thing to witness total capitulation. But I defy anybody who believes he can create lasting equality artificially or that he can quantify it precisely.

Relative power factors are not by any means the only ingredients of bargaining. About the most that can be said is that an agreement reached at a particular moment of time does reflect, in some measure, a temporary equation of powers that are exercised or threatened.

**A THIRD CHARACTERISTIC** of collective bargaining is what I have sometimes called the "yo-yo theory." In a very general way, basically sound relationships can be distinguished from seriously troubled ones. But if almost any single union-management relationship is examined over a long period of time, "ups and downs" are discernable.

Sooner or later, a good picture will get very blurred; a poor pic-

ture will get better. Before anybody quite realizes what has happened, much of the peaceful atmosphere has departed.

Conversely, there are enough people who dislike disorder and strife who will band together and work hard to take corrective action.

**A FOURTH CHARACTERISTIC** of bargaining is its constantly changing scope. Select almost any labor agreement at random, including choice from among those governing bargaining relationships of long vintage. Compare the current contract with the one in effect 20 years ago. The little books get fatter and fatter. Pension and insurance provisions are now often printed separately. The total current agreement may be a composite of several labor contracts and supplements, thousands of grievance settlements and hundreds of arbitration decisions.

Will labor and management need laws and rules that go beyond the outer limits of voluntary persuasion? The answer to that question is a bit academic. We already have them and probably will have more.

It's beyond the reach of these remarks to attempt to analyze what we have or to predict what we may have. The answers lie, on the one hand, in the hoped-for good judgment of the lawmakers and, on the other hand, in the demonstrated ability of the bargainers to exercise the process within the reasonable range of its potential.

The days, months, and years ahead in the collective bargaining arena will not be easy. There are serious problem areas. Collective bargaining is on trial. It has been on trial in the past. It will always be on trial.

There are many sound reasons to believe that both the process and the practitioners will meet the challenge.

# Labor offers plan for peace at S.F. State

A labor proposal for mediation appeared this week to offer the best chance yet for ending the strife at San Francisco State College.

The proposal was made by the San Francisco Labor Council to a meeting at the San Francisco Labor Temple of state legislators, city supervisors and representatives of Mayor Joseph L. Alioto and acting college president S. I. Hayakawa.

The Labor Council was able to intervene because one of its affiliates, Federation of Teachers 1352, had asked strike sanction to back up its proposals on educational issues and pay and working conditions.

## MEDIATION PLAN

In essence, labor asked that a high-level committee be set up to attempt to mediate the deep-seated student-administration conflict at the college along with the dispute between the union teachers and the college.

Standing by to help is Ronald Haughton, of the University of Michigan, the nationally-known mediator whose 1966 survey started the wheels moving to settle the United Farm Workers strike against DiGiorgio Corporation.

Those who attended or were represented were cautiously hopeful. They saw labor's proposal as a cure for the strife—at an estimated \$20,000 a day cost of police—while the college still was looking for money to satisfy a basic student demand for ethnic studies.

## HAYAKAWA AGREES

Hayakawa agreed that he should join in mediation as far as "legal limits" would permit him.

Assemblyman Willie Brown, who with the rest of San Francisco's Sacramento delegation attended the meeting, said that "at least," persons who are concerned with a settlement "are meeting together."

A representative of the state college trustees also registered approval of the mediation plan.

The AFT wants implementation of student proposals plus negotiations to give them a say in education and in raising their pay and improving working conditions.

San Francisco State Senator George Moscone disclosed that there was a \$3,500,000 surplus in the state colleges' statewide salary budget which could furnish funds toward both student educa-

tional demands and teachers' pay proposals.

## REAGAN OK NEEDED

But use of the surplus for those purposes would require approval of the state colleges' trustees, the Legislature and Governor Reagan. Reagan was one of those invited to this week's meeting but did not attend.

Still needed as the meeting recessed was formal endorsement of the trustees and State Colleges Chancellor Glenn S. Dumke for their participation in the mediation effort.

## Strike sanction asked at Kaiser

Continued from page 1

tarily opened their contracts for wages and fringes, Twomey said. This, he noted forced Kaiser workers to forego the benefits won at other hospitals.

Kaiser employees want their raises in a one-year contract instead of spread over two years as Kaiser has offered.

Tell 'em you saw it in the East Bay Labor Journal!



THREE new housing developments in the Oakland Housing Authority's Turnkey program are assured as developer Clark Lowe signs financing papers. With him, left to right, are Thomas W. Anderson, secretary-treasurer-vice general chairman of Dining Car Cooks & Waiters 456 and a housing authority commissioner; Mrs. Ruth Hope, housing authority vice chairman, and Jim Nichols and Frank Cirimele, bank officials. Under Turnkey, the developer provides the land, gains authority approval for plans and is paid when the federal government accepts delivery. Lowe's three projects, to be built by a union contractor, comprise 15 dwelling units.

## Television gets 'big bands' back

The bird-like rise of television choral groups dropped last week with settlement of the network musicians' strike.

But they better keep warbling in the wings because the vote to return to work was a close 270 to 263, the Musicians Union reported.

The two-year agreement raises staff musicians pay \$23 a week to \$280.70, puts their

overtime rate at \$14.90 an hour and continues the 5 per cent payment for pensions and residuals. Their job security and severance pay was also improved.

Casual musicians got a 10 per cent raise in both rehearsal and air time wage rates.

The three television networks agreed to severance pay for musicians already laid off because of quota reductions.

The new contract also provides more pay for musicians required to play a second instrument, requires 24 hours notice of rehearsals, and increases the penalty for playing through meal breaks.

The four week strike began after members rejected two previous management offers. The old contract expired July 31, 1968.

## Auto Machinists gain pact for Simas maintenance men

Automotive Machinists 1546 has negotiated a first-time contract for the men who repair and maintain major equipment at Simas Brothers service stations, boosting pay a total of 45 cents an hour over three years and adding and improving fringe benefits.

The men are service mechanics who keep such equipment as gas-

oline pumps and hoists operating. They were certified as a bargaining unit by the National Labor Relations Board September 30 after voting in an NLRB election to be represented by Lodge 1546.

Journeyman pay goes to \$2.65 an hour, from the previous \$2.50, in the contract's first year, and will be \$2.80 next year and \$2.95 in 1970. The lead service mechanic gets the same 15-cent raises each year, bringing his pre-contract \$3.75 an hour to \$4.20 in 1970.

Lodge 1546 Business Representative & Organizer Manuel Francis reported that employees will have a choice of two hospital-medical plans plus a dental plan. Employers will pay \$41 per month per employee for the health package and if fund administrators believe more money is needed to support services the payments may be increased to a \$47 maximum.

Employees get a pension plan financed by employer contributions of \$35 a month per employee, three additional holidays and vacations of one week after a year's service, two after two years, three after five and four after 15 years. Previous maximum vacation was one week.

Other new provisions include funeral leave, sick leave and a Monday-Friday or Tuesday-Saturday workweek, the union shop and a minimum guarantee of three hours pay for men called back to work after completing their shifts.

## Things looking up at struck Melrose

With resumption of talks between Melrose Name Plate Company and Printing Specialties Union, a "ray of sunshine" seems to be poking through the four week strike, a Local 382 spokesman said last week.

Wade Moore, secretary-treasurer of Printing Specialties San Francisco Local 362, met with one of the company's partners December 4.

The two-hour meeting covered several points involved in negotiating a first-time contract at the plant which has been struck since November 11, 1968. Another meeting is planned.

# Christmas Whiskey



\$5<sup>19</sup>

4/5 Qt.

You feel good giving it. They feel good getting it. And that's what Christmas giving is all about, isn't it?

(Both the handsome decanter and the regular bottle are gift packaged.)

Give Seagram's 7 Crown, and Be Sure.

Seagram Distillers Company, New York City. Blended Whiskey. 86 Proof. 65% Grain Neutral Spirits.